

83-0475/1

CENTRAL INTELLIGENCE AGENCY

OFFICE OF THE DIRECTOR

25 January 1983

NOTE FOR: Mrs. Becky Norton Dunlop
Director, Office of
Cabinet Affairs

SUBJECT : Draft Decision Memorandum
on Personnel Incentive
System Reforms, 077743CA

Per your request, forwarded
herewith are CIA's comments on
subject draft memorandum.

Executive Secretary

Distribution:

Original - LDX'd to addressee

1 - ES Chrono

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ES/ (25 Jan 1983)



ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

James N. Glerum
Director of Personnel

EXTENSION

NO.

DATE

25 January 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

Executive Secretary

As you requested.

2.

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25 January 1983

A Performance-Based Incentive System

The Agency endorses any program which strengthens the link between an employee's job performance and pay. We have not elected to adopt the Merit Pay system as authorized by the Civil Service Reform Act of 1978 from which the Agency is exempt. Experience gained from our Senior Intelligence Service awards procedures will assist us in determining how best to proceed toward including most, if not all, Agency employees in a system which recognizes and rewards quality performance. We are at the present time actively studying ways in achieving this objective.

Overtime Pay Equities

Without a copy of the DOL proposal, we are presuming that the solution is accurate; i.e., the proposed regulation would make Federal government practices closer to but still not in line with the private sector practices.

By reducing the exclusion rate for overtime from \$318 (GS-07/1) to \$257 (GS-05/1) overtime costs would be lessened.

Exemptions for air traffic controllers, law enforcement officers, and fire fighters would remain intact.

While overtime costs would be reduced, concern still exists for government employees at a time when reduced Federal benefits seem to be prevalent.

EXECUTIVE SECRETARIAT

Routing Slip

TO:		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	EXDIR				
4	D/ICS				
5	DDI				
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7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/EEO				
14	D/Pers	✓			
15	D/OEA				
16	C/PAD/OEA				
17	SA/IA				
18	AO/DCI				
19	C/IPD/OIS				
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21					
22					
SUSPENSE		1600 25 Jan			
		Date			

Remarks:

Comments to me pls NLT
1600 25 Jan

Executive Secretary

1/24/83

Date

3437 (10-81)

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